



Diversity is not about removing barriers for some;
it's about creating opportunity for all

EO/EEO/Affirmative Action vs.
Valuing Diversity

EO/EEO/Affirmative Action	Valuing Diversity
Ω <u>Quantitative:</u> Focused on demographic profile change.	Ω <u>Qualitative:</u> Focused on environmental readiness.
Ω <u>Government Mandated:</u> Imposed and often unwelcomed.	Ω <u>Voluntary:</u> Internally driven and welcomed.
Ω <u>Remedial:</u> Focused on changing historic patterns of discrimination.	Ω <u>Strategic:</u> Focused on increasing innovation and creating competitive advantage.
Ω <u>Reactive:</u> Problem response.	Ω <u>Proactive:</u> Opportunity driven.
Ω <u>Beneficiaries:</u> Protected groups.	Ω <u>Beneficiaries:</u> Everyone.
Ω <u>Initial Step.</u>	Ω <u>Follow-Up Step.</u>
Ω Culture Change <u>Not Required.</u>	Ω Culture Change <u>Required.</u>

EO/EEO/AA and valuing diversity are complementary, but can wind up on a collision course if profile improvement is presented as the heart of valuing diversity culture change.

“America is not like a blanket- one piece of unbroken cloth. America is more like a quilt - many patches, many pieces, many colors, many sizes, all woven together by a common thread.”

Jesse Jackson

Recommended Reading

Communicating Diversity by Dr. Samuel Betances

The Diversity Scorecard by Edward E. Hubbard

The Elements of Mentoring by W. Brad Johnson
and Charles R. Ridley

Human Dynamics: A New Frontier for Understanding
People and Realizing the Potential in our Organizations
By Sandra Seagal

Implementing Diversity by Marilyn Loden

Mentoring and Diversity by David Clutterbuck and Belle Rose Raggins

Mirror to America by John Hope Franklin

The Other Face of America by Jorge Ramos

Substance of Things Hoped For by Samuel Dewitt
Proctor

When Affirmative Action Was White by Ira Katznelson

Not All Black and White: Affirmative Action & American Values
By Chris Edley, Jr.

DiversityInc.com (Free online subscriptions for DoD)

Learn more about Diversity at:
<http://www.npc.navy.mil/CommandSupport/Diversity/>

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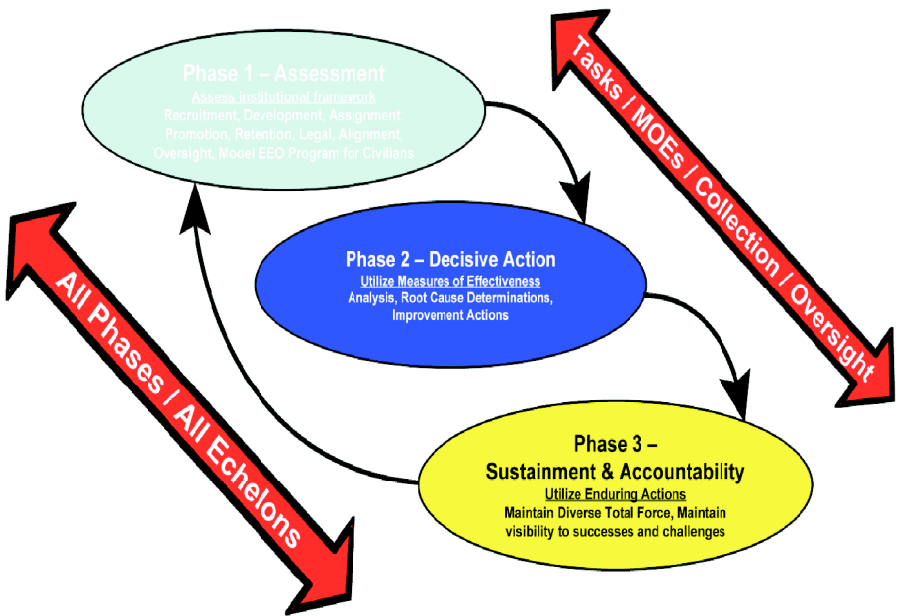


Navy Diversity Definition

Diversity is all the different characteristics and attributes of individual Sailors and civilians which enhance the mission readiness of the Navy.



Diversity CONOPS Phases From Words to Actions

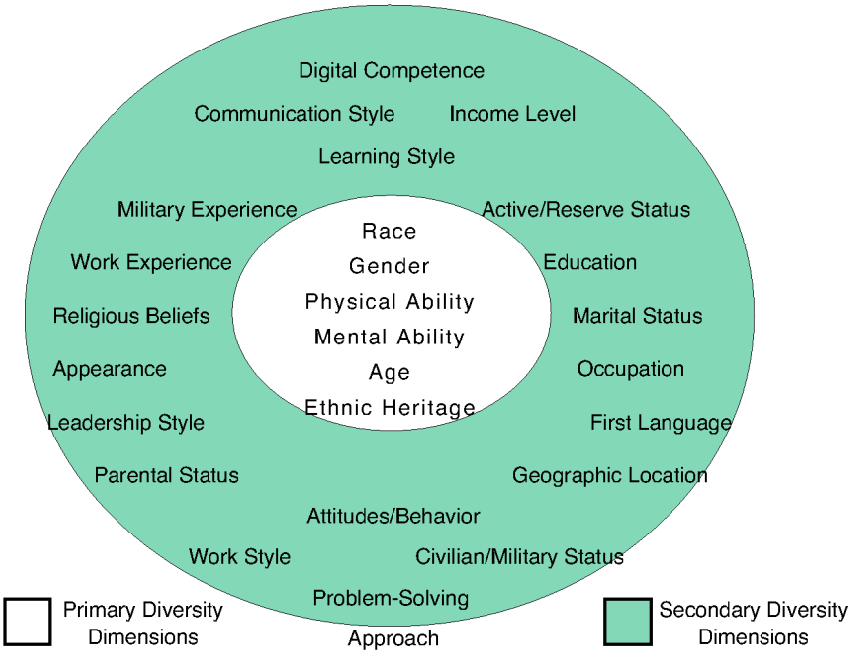


Desired End State - Institutional Framework which maintains a diverse Total Force, through enduring effects-based assessments



As leaders, we must anticipate and embrace the demographic changes of tomorrow, and build a Fleet that continues to reflect our country's make up. We must lead in ways that will continue to draw men and women to serve our country and our Navy. The vast talent, diversity and experience of our citizens will continue to be our strength and will ensure our Navy's relevance

The market for the talent we seek will be diverse in many ways.



"If everyone is thinking alike, then somebody isn't thinking."
General George S. Patton



COMPACFLT DIVERSITY STRATEGY

Awareness

Objective: Increase staff-wide knowledge and understanding of diversity principles, benefits of implementing diversity and inclusiveness of diversity.

Desired Effects

- * Leadership and staff have clear understanding of diversity.
- * Staff members are treated with dignity and respect.
- * Leadership and staff are recognized for demonstrating diversity principles.
- * Staff members participate in implementation plans to improve diversity within CPF HQ.
- * Managers consider diversity in their decisions to recruit, assign and promote/advance to achieve desired demographics.
- * Staff members shape a positive reputation for CPF HQ as an "Employer of Choice" throughout the local area and Navy-wide.

Development

Objective: Afford all staff members fair opportunities for training and advancement through mentoring.

Desired Effects

- * Cross-cultural/gender mentoring, coaching and grooming are the norm.
- * Nominations and selections for career-enhancing training and advancement are representative of CPF's diversity.

Utilization

Objective: Afford all staff members fair opportunities to contribute according to talent, etc.

Desired Effects

- * Staff members are included in teams or projects based on talent.
- * Staff members are encouraged to lead.
- * Staff members' diverse backgrounds and perspectives are valued.
- * Staff members are empowered to reach their full potential.